ANNUAL

STATISTICAL REPORT

PUBLIC SCHOOL

CERTIFIED PERSONNEL

AND

EMPLOYEES IN

NONCERTIFIED

POSITIONS

1987-88

JERRY L. EVANS
STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

BOISE, IDAHO

ANNUAL

STATISTICAL REPORT

Prepared by:

STATE OF IDAHO

DEPARTMENT OF EDUCATION

FINANCE DIVISION

LEN B. JORDAN BUILDING
BOISE, IDAHO 83720
(208) 334-3330

Printed

February, 1988

TABLE OF CONTENTS

INTRODUCTION.....iv-vii

SCHOOL DISTRICT MEMBERSHIP GROUPS WITH TEACHER FTE & STUDENT/TEACHER RATIO BY DISTRICT.....2-3

CERTIFIED STAFF

NUMBER OF CERTIFIED EMPLOYEES.....6-7

SALARIES.....8-15

EXPERIENCE LEVELS.....16

AGE LEVELS.....17

EDUCATIONAL LEVELS.....18

SOURCE OF EDUCATION.....19

TURNOVER.....20

NONCERTIFIED STAFF

NUMBER OF NONCERTIFIED EMPLOYEES & SALARIES.....22-27

INTRODUCTION

PURPOSE -- This statistical report is designed to provide citizens who affect public education in Idaho -- elected officials, professional educators, and the general public -- with some information upon which decisions about educational policy may be based.

SOURCE OF INFORMATION -- This report is based on personnel information submitted by each school district in the fall of 1987. Salary information for both certified and noncertified staff was supplied for the 1987-88 school year.

GROUPINGS OF SCHOOL DISTRICTS BY STUDENT MEMBERSHIP -- In many places in this report statistics are reported for school districts grouped according to their student membership. This information was obtained from the enrollment reports submitted by school districts as of October 1, 1987. District membership is defined as the total student enrollment less the total student withdrawal as of the above date. The five membership groups are: districts with over 5,000 students, districts with 2,500 - 4,999 students, districts with 1,000 - 2,499 students, districts with 500 - 999 students, and districts with 1 - 499 students. See page 2 of this report for a list of the school districts within each enrollment size category.

CLASSIFICATION OF PERSONNEL -- In any table in the certified employee section of this report each employee is counted once. Certified employees who were reported by the school districts as performing two or more activities have been counted in the activity that appears highest on the list of the 22 job classifications. For example, a person employed as both a teacher and a counselor will be counted as a teacher because this activity appears highest on the list of job classifications.

Noncertified employees who are engaged in two or more activities have been counted as one employee in each job classification that is performed. Hence, the "actual" noncertified employee count is not a head count of total employees, but rather a count of the number of employees who perform each activity.

An employee who is engaged in both certified and noncertified activities has been counted once as a certified employee and once as a noncertified employee. For example, a teacher who also drives a school bus has been counted as a teacher in the certified section and as a vehicle operator in the noncertified section.

CERTIFIED JOB CLASSIFICATIONS AND ACTIVITY GROUPINGS -- Activities of certified employees are grouped into 22 basic classifications. These classifications, the abbreviations used in the statistical tables, and, in some cases, definitions of the classifications are listed below:

1. Superintendent
2. Assistant Superintendent
3. Director -- Administrator of a districtwide educational program
4. Supervisor/Coordinator -- Supv./Coord. -- Educator with responsibility for teachers or courses in a specified subject or service area
5. Consultant/Specialist -- Cons./Spec. -- Educator employed and qualified to provide educational advice and service in a school district
6. Elementary Principal
7. Secondary Principal
8. Assistant Principal
9. Elementary Teacher -- Certified teacher who works with students in grades K-6
10. Secondary Teacher -- Certified teacher who works with students in grades 7-12
11. Librarian
12. Counselor
13. School Psychologist
14. Psychological Examiner
15. School Nurse
16. School Social Worker
17. Speech and Hearing Therapist — Sp./H. Therapist
18. Head Teacher
19. Dean of Boys/Dean of Girls
20. Business Manager
21. Intern (Teacher/Administrator)
22. Media Generalist

For clarity of tabular presentation, these 22 classifications are sometimes structured into the activity groupings listed below:

GROUPINGS INTO 11 ACTIVITY GROUPS:

1. Superintendents
2. Other Dist. Adm.:
   - Assistant Superintendents
   - Directors
   - Business Managers
3. Cur./Prog. Serv.:
   - Supervisors/Coordinators
   - Consultants/Specialists
4. Sec. Principals
5. Elem. Principals
   - Elem. Principals
   - Head Teachers
6. Asst. Principals
7. Media Services:
   - Librarians
   - Media Generalists
8. Guid. Services:
   - Counselors
   - School Psycholgists
   - Psychological Examiners
   - School Social Workers
   - Deans
9. Health Services:
   - School Nurses
   - Speech and Hearing Therapists
10. Sec. Teachers
11. Elem. Teachers

GROUPINGS INTO 4 ACTIVITY GROUPS:

1. District Administration:
   - Superintendents
   - Asst. Superintendents
   - Directors
   - Supervisors/Coordinators
   - Consultants/Specialists
   - Business Managers
2. School Administration:
   - Elementary Principals
   - Head Teachers
   - Secondary Principals
   - Assistant Principals
3. Student Services:
   - Librarians
   - Media Generalists
   - Counselors
   - School Psychologists
   - Psychological Examiners
   - School Nurses
   - School Social Workers
   - Speech and Hearing Therapists
   - Deans
4. Instructional Services:
   - Elementary Teachers
   - Secondary Teachers

NOTE: Interns have been excluded from all of the above groups.

****

SCHOOL

DISTRICT

MEMBERSHIP

GROUPS

****

SCHOOL DISTRICT MEMBERSHIP GROUPS

The following table lists the 5 membership groups with districts listed in sequence by membership size. In addition, the number of full-time equivalent teachers and the student/teacher (FTE) ratio is shown for each district.

The ratios are computed on the basis of the October 1st student membership (i.e. enrollment with withdrawals deducted). On this basis the statewide student membership is 210,480 pupils. Enrollment for the same period without deductions of withdrawals is 212,444 pupils. The count of teachers used in computing these ratios are full-time equivalence (FTE) counts (i.e. the percentage of full-time worked by each employee). It should be noted that all teachers are counted including special education and resource room teachers.

RANK (a)	DIST # (b)	DISTRICT NAME (c)	OCTOBER 1, 1987 ENROLLMENT (d)	OCTOBER 1, 1987 MEMBERSHIP (e)	NUMBER OF TEACHERS (FTE) (f)	STUDENT TEACHER RATIO f/g (g)
		DISTRICTS WITH OVER 5000 STUDENTS				
1	001	BOISE	22,047	21,897	1,083.4	20.2
2	002	MERIDIAN	13,513	13,399	599.5	22.4
3	025	POCATELLO	13,360	13,293	599.7	22.2
4	091	IDAHO FALLS	9,340	9,310	410.6	22.7
5	131	NAMPA	7,661	7,537	376.3	20.0
6	093	BONNEVILLE	7,187	7,164	327.9	21.8
7	271	COEUR D'ALENE	6,840	6,785	309.3	21.9
8	411	TWIN FALLS	6,936	6,665	303.6	22.0
9	151	CASSIA CO.	5,203	5,126	243.3	21.1
9 DISTRICTS		TOTAL	92,087	91,176	4,253.6	21.4
		DISTRICTS WITH 2,500 - 4,999 STUDENTS				
10	082	BONNER CO.	5,055	4,979	257.4	19.3
11	331	MINIDOKA CO.	5,006	4,972	232.7	21.4
12	340	LEWISTON	4,663	4,627	227.4	20.3
13	055	BLACKFOOT	4,489	4,421	209.3	21.1
14	132	CALDWELL	4,267	4,205	206.4	20.4
15	321	MADISON	4,215	4,186	167.3	25.0
16	251	JEFFERSON CO.	3,856	3,832	156.3	24.5
17	193	MOUNTAIN HOME	3,619	3,553	193.0	18.4
18	273	POST FALLS	3,068	3,034	146.8	20.7
19	215	FREMONT CO.	2,686	2,680	121.6	22.0
20	261	JEROME	2,669	2,657	119.1	22.3
21	281	MOSCOW	2,623	2,621	144.5	18.1
12 DISTRICTS		TOTAL	46,216	45,767	2,181.8	21.0
		DISTRICTS WITH 1,000 - 2,499 STUDENTS				
22	052	SNAKE RIVER	2,384	2,363	105.3	22.4
23	060	SHELLEY	2,340	2,344	95.2	24.6
24	221	EMMETT	2,353	2,327	100.7	23.1
25	139	VALLIVUE	2,323	2,298	107.0	21.5
26	272	LAKELAND	2,223	2,194	96.5	22.7
27	201	PRESTON	2,180	2,162	92.9	23.3
28	061	BLAINE CO.	2,163	2,140	119.1	18.0
29	003	KUNA	2,075	2,065	94.0	22.0
30	241	GRANGEVILLE	1,943	1,931	110.6	17.5
31	391	KELLOGG	1,812	1,797	101.4	17.7
32	171	OROFINO	1,827	1,792	107.8	16.6
33	021	MARSH VALLEY	1,692	1,683	80.6	20.9
34	134	MIDDLETON	1,682	1,675	79.1	21.2
35	381	AMERICAN FALLS	1,644	1,633	86.0	19.0
36	033	BEAR LAKE	1,611	1,608	75.4	21.3
37	371	PAYETTE	1,634	1,596	77.2	20.7
38	412	BUHL	1,560	1,553	69.5	22.3
39	101	BOUNDARY CO.	1,505	1,501	75.5	19.9
40	431	WEISER	1,546	1,499	72.8	20.6
41	322	SUGAR-SALEM	1,423	1,418	59.7	23.8
42	041	ST. MARIES	1,385	1,373	70.2	19.6
43	291	SALMON	1,341	1,325	62.5	21.2
44	150	SODA SPRINGS	1,245	1,252	51.7	24.2
45	413	FILER	1,139	1,142	53.7	21.3
46	373	FRUITLAND	1,082	1,058	55.5	19.1
47	231	GOODING	1,060	1,054	56.9	18.5
48	414	KIMBERLY	976	1,007	51.1	19.7
49	059	FIRTH	1,006	1,003	46.0	21.8
28 DISTRICTS		TOTAL	47,154	46,793	2,253.9	20.8

RANK (a)	DIST # (b)	DISTRICT NAME (c)	OCTOBER 1, 1987 ENROLLMENT (d)	OCTOBER 1, 1987 MEMBERSHIP (e)	NUMBER OF TEACHERS (FTE) (f)	STUDENT TEACHER RATIO f/g (g)
		DISTRICTS WITH 500 - 999 STUDENTS				
50	370	HOMEDALE	1,003	988	46.6	21.2
51	421	MCCALL-DONNELLY	995	984	54.0	18.2
52	351	ONEIDA	973	968	47.1	20.6
53	232	WENDELL	935	921	44.0	20.9
54	137	PARMA	928	915	48.8	18.8
55	393	WALLACE	865	864	61.6	14.0
56	401	TETON CO.	870	855	41.0	20.9
57	058	ABERDEEN	814	812	42.4	19.2
58	372	NEW PLYMOUTH	809	812	42.5	19.1
59	111	ARCO	748	743	38.5	19.3
60	148	GRACE	739	731	34.0	21.5
61	253	WEST JEFFERSON	721	722	33.8	21.4
62	284	WHITEPINE	673	665	47.0	14.1
63	252	RIRIE	657	657	28.0	23.5
64	181	CHALLIS	658	642	39.7	16.2
65	363	MARSING	655	622	34.7	17.9
66	192	GLENNS FERRY	626	619	36.0	17.2
67	304	KAMIAH	610	602	32.0	18.8
68	262	VALLEY	578	578	32.0	18.1
69	285	POTLATCH	581	575	35.4	16.2
70	202	WEST SIDE	544	543	27.5	19.7
71	365	BRUNEAU-GRAND VIEW	529	528	27.1	19.5
72	136	MELBA	520	523	29.0	18.0
73	341	LAPWAI	524	519	33.6	15.4
24 DISTRICTS		TOTAL	17,555	17,388	936.3	18.6
		DISTRICTS WITH 1 - 499 STUDENTS				
74	133	WILDER	532	486	28.3	17.2
75	242	COTTONWOOD	480	478	30.1	15.9
76	42	WESTERN BENEWAH	416	412	25.0	16.5
77	13	COUNCIL	386	385	22.5	17.1
78	312	SHOSHONE	383	382	23.1	16.5
79	233	HAGERMAN	362	362	19.5	18.6
80	182	MACKAY	335	335	19.6	17.1
81	422	CASCADE	333	330	17.5	18.9
82	135	NOTUS	327	329	20.3	16.2
83	415	HANSEN	329	329	22.0	15.0
84	282	GENESEE	323	322	20.0	16.1
85	417	CASTLEFORD	311	308	18.0	17.1
86	283	KENDRICK	306	300	21.0	14.3
87	305	HIGHLAND	303	299	18.4	16.3
88	432	CAMBRIDGE	287	288	20.1	14.3
89	343	TAMMANY	280	281	12.7	22.1
90	274	KOOTENAI	285	278	18.7	14.9
91	418	MURTAUGH	276	278	18.0	15.4
92	149	NORTH GEM	253	253	17.0	14.9
93	392	MULLAN	238	238	19.9	12.0
94	11	MEADOWS VALLEY	230	231	15.5	14.9
95	73	HORSESHOE BEND	189	198	13.0	15.2
96	316	RICHFIELD	203	197	17.0	11.6
97	382	ROCKLAND	189	188	14.7	12.8
98	71	GARDEN VALLEY	187	185	15.0	12.3
99	234	BLISS	180	175	11.5	15.2
100	342	CULDESAC	168	168	10.6	15.8
101	72	BASIN	165	163	10.6	15.4
102	121	CAMAS CO.	160	160	13.5	11.9
103	314	DIETRICH	150	150	11.3	13.3
104	161	CLARK CO.	149	149	13.5	11.0
105	302	NEZPERCE	141	135	13.8	9.8
106	275	WORLEY	115	112	15.0	7.5
107	292	SO. LEMHI	104	103	13.0	7.9
108	433	MIDVALE	98	98	11.0	8.9
109	92	SWAN VALLEY	85	87	3.0	29.0
110	394	AVERY	64	68	4.0	17.0
111	364	PLEASANT VALLEY	36	36	2.0	18.0
112	172	ELK RIVER	28	34	8.5	4.0
113	383	ARBON ELEM.	24	24	2.0	12.0
114	191	PRAIRIE ELEM.	13	13	1.0	13.0
115	416	THREE CREEK	9	9	1.0	9.0
116	138	SCISM ELEM.	0	0	0.0	0.0
43 DISTRICTS		TOTAL	9,432	9,356	632.2	14.8
116 DISTRICTS		TOTALS	212,444	210,480	10,257.8	20.5

****

CERTIFIED

STAFF

TABLES

****

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES

*** STATEWIDE SUMMARY ***

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	ACTUAL NUMBER MEN (c)	ACTUAL NUMBER WOMEN (d)	% MEN IN ACTIVITY (c)/(b) (e)	% WOMEN IN ACTIVITY (d)/(b) (f)	% CERT. EMPLOYEES (b)/total cert.staff (g)
DISTRICT ADMINISTRATION							
Superintendent	108.0	110	108	2	98.18%	1.82%	0.90%
Asst. Superintendent	21.9	22	20	2	90.91%	9.09%	0.18%
Director	60.2	71	56	15	78.87%	21.13%	0.58%
Supervisor/Coordinator	57.9	59	32	27	54.24%	45.76%	0.48%
Consultant/Specialist	45.1	51	16	35	31.37%	68.63%	0.42%
Business Manager	6.1	7	7	0	100.00%	0.00%	0.06%
TOTAL	299.2	320	239	81	1.96%	0.67%	2.63%
SCHOOL ADMINISTRATION							
Elem. Principals	257.0	257	186	71	72.37%	27.63%	2.11%
Head Teachers	10.0	10	4	6	40.00%	60.00%	0.08%
Sec. Principals	168.0	168	162	6	96.43%	3.57%	1.38%
Asst. Principals	97.0	97	84	13	86.60%	13.40%	0.80%
TOTAL	532.0	532	436	96	3.58%	0.79%	4.37%
STUDENT SERVICES							
Librarians	113.6	115	22	93	19.13%	80.87%	0.95%
Media Generalists	57.1	60	12	48	20.00%	80.00%	0.49%
Counselors	243.5	253	140	113	55.34%	44.66%	2.08%
School Psychologists	83.4	91	54	37	59.34%	40.66%	0.75%
Psych. Examiners	5.0	6	2	4	33.33%	66.67%	0.05%
School Nurses	41.0	42	0	42	0.00%	100.00%	0.35%
School Social Workers	19.8	22	11	11	50.00%	50.00%	0.18%
Sp./H Therapists	109.5	125	14	111	11.20%	88.80%	1.03%
Deans	2.0	2	1	1	50.00%	50.00%	0.02%
TOTAL	674.9	716	256	460	2.10%	3.78%	5.88%
INSTRUCTIONAL SERVICES							
Elementary Teachers	5,390.6	5,554	750	4,804	13.50%	86.50%	45.64%
Secondary Teachers	4,867.2	5,043	2,730	2,313	54.13%	45.87%	41.44%
TOTAL	10,257.8	10,597	3,480	7,117	28.60%	58.48%	87.08%
OTHER SERVICES							
Interns	4.0	4	2	2	0.02%	0.02%	0.03%
TOTALS -CERTIFIED STAFF	11,767.9	12,169	4,413	7,756	36.26%	63.74%	100.00%

NUMBER AND PERCENTAGE OF CERTIFIED EMPLOYEES
FOR
11 ACTIVITY CLASSIFICATIONS IN FIVE MEMBERSHIP GROUPS

ACTIVITY CLASSIFICATIONS	STATEWIDE (116 DISTRICTS)			DISTRICT WITH 5000 + STUDENTS (9 DISTRICTS)			DISTRICT WITH 2500-4900 STUDENTS (12 DISTRICTS)		
	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES **									
SUPERINTENDENT	108.0	110	0.90%	9.0	9	0.07%	12.0	12	0.10%
OTHER DIST.ADMIN.	88.2	100	0.82%	38.9	39	0.32%	29.0	29	0.24%
CUR/PROG SERVICES	103.0	110	0.90%	61.2	62	0.51%	28.5	29	0.24%
PRINCIPAL - ELEM.	267.0	267	2.20%	108.0	108	0.89%	60.0	60	0.49%
PRINCIPAL - SEC.	168.0	168	1.38%	42.0	42	0.35%	33.0	33	0.27%
PRINCIPAL - ASST.	97.0	97	0.80%	60.0	60	0.49%	19.0	19	0.16%
MEDIA SERVICES	170.7	175	1.44%	42.9	45	0.37%	32.8	33	0.27%
GUID. SERVICES	353.7	374	3.07%	158.7	165	1.36%	73.6	76	0.62%
HEALTH SERVICES	150.5	167	1.37%	80.9	84	0.69%	23.4	26	0.21%
TEACHER - ELEM.	5,390.6	5,554	45.66%	2,281.5	2,345	19.28%	1,148.1	1,180	9.70%
TEACHER - SEC.	4,867.2	5,043	41.46%	1,972.1	2,014	16.56%	1,033.7	1,057	8.69%
TOTAL	11,763.9	12,165	100.00%	4,855.2	4,973	40.89%	2,493.1	2,554	20.99%

ACTIVITY CLASSIFICATIONS	DISTRICT WITH 1000-2499 STUDENTS (28 DISTRICTS)			DISTRICT WITH 500-999 STUDENTS (24 DISTRICTS)			DISTRICT WITH 1-499 STUDENTS (43 DISTRICTS)		
	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF	F.T.E.	#STAFF IN ACTIVITY CLASSIF.	% OF CERT. STAFF
11 ACTIVITIES **									
SUPERINTENDENT	28.0	28	0.23%	24.0	24	0.20%	35.0	37	0.30%
OTHER DIST.ADMIN.	14.2	16	0.13%	3.7	10	0.08%	2.4	6	0.05%
CUR/PROG SERVICES	9.8	11	0.09%	2.3	5	0.04%	1.2	3	0.02%
PRINCIPAL - ELEM.	59.0	59	0.48%	26.0	26	0.21%	14.0	14	0.12%
PRINCIPAL - SEC.	52.0	52	0.43%	27.0	27	0.22%	14.0	14	0.12%
PRINCIPAL - ASST.	17.0	17	0.14%	1.0	1	0.01%	0.0	0	0.00%
MEDIA SERVICES	50.6	51	0.42%	20.9	21	0.17%	23.5	25	0.21%
GUID. SERVICES	79.3	83	0.68%	28.0	31	0.25%	14.1	19	0.16%
HEALTH SERVICES	31.9	37	0.30%	9.6	12	0.10%	4.7	8	0.07%
TEACHER - ELEM.	1,176.3	1,207	9.92%	470.4	489	4.02%	314.3	333	2.74%
TEACHER - SEC.	1,077.6	1,120	9.21%	465.9	504	4.14%	317.9	348	2.86%
TOTAL	2,595.7	2,681	22.03%	1,078.8	1,150	9.44%	741.1	807	6.65%

NOTE: The "% OF CERT. STAFF" is calculated by dividing the "#STAFF IN ACTIVITY CLASSIF." by 12,165, the statewide total number of staff.

** The 11 activity classification does not include Interns.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

F.T.E. AVERAGE SALARY

ACTIVITY	FTE EMPLOYEE TOTAL (a)	ACTUAL EMPLOYEE TOTAL (b)	TOTAL BASE SALARIES * (c)	F.T.E. AVERAGE SALARY (e)/(a) (d)
DISTRICT ADMINISTRATION				
Superintendent	108.0	110	$4,570,400	42,319
Asst. Superintendent	21.9	22	$992,230	45,307
Director	60.2	71	$2,225,169	36,963
Supervisor/Coordinator	57.9	59	$1,867,178	32,248
Consultant/Specialist	45.1	51	$1,272,914	28,224
Business Manager	6.1	7	$249,174	40,848
TOTAL	299.2	320	$11,177,065	37,357
SCHOOL ADMINISTRATION				
Elem. Principals	257.0	257	$8,728,070	33,961
Head Teachers	10.0	10	$249,850	24,985
Sec. Principals	168.0	168	$5,963,979	35,500
Asst. Principals	97.0	97	$3,358,494	34,624
TOTAL	532.0	532	$18,300,393	34,399
STUDENT SERVICES				
Librarians	113.6	115	$2,681,134	23,602
Media Generalists	57.1	60	$1,302,163	22,805
Counselors	243.5	253	$6,700,786	27,519
School Psychologists	83.4	91	$2,385,615	28,604
Psych. Examiners	5.0	6	$115,140	23,028
School Nurses	41.0	42	$833,274	20,324
School Social Workers	19.8	22	$497,655	25,134
Sp./H Therapists	109.5	125	$2,661,397	24,305
Deans	2.0	2	$66,256	33,128
TOTAL	674.9	716	$17,243,420	25,550
INSTRUCTIONAL SERVICES				
Elementary Teachers	5,390.6	5,554	$117,825,486	21,858
Secondary Teachers	4,867.2	5,043	$110,324,410	22,667
TOTAL	10,257.8	10,597	$228,149,896	22,242
OTHER SERVICES				
Interns	4.0	4	$126,709	31,677
TOTALS -CERTIFIED STAFF	11,767.9	12,169	$274,997,483	23,368

* Base salary excludes extra pay.

CERTIFIED STAFF SALARIES

*** STATEWIDE SUMMARY ***

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$4,634,297	108	2	$41,549	$41,471	$45,750	$3,363	$0	$42,130	$42,063	$45,750
Asst. Supt.	992,230	20	2	45,101	45,185	44,267	0	0	45,101	45,185	44,267
Director	2,289,998	56	15	31,340	31,454	30,916	3,505	4,379	32,253	32,143	32,668
Supv./Coord.	1,883,925	32	27	31,647	34,621	28,123	871	1,767	31,931	34,703	28,646
Cons./Spec.	1,297,055	16	35	24,959	31,475	21,980	2,192	2,198	25,432	32,297	22,294
Elem. Principals	8,937,456	186	71	33,961	33,991	33,884	3,650	3,223	34,776	34,874	34,520
Sec. Principals	6,154,744	162	6	35,500	35,353	39,467	3,978	7,795	36,635	36,482	40,766
Asst. Principals	3,422,237	84	13	34,624	34,493	35,466	2,608	1,882	35,281	35,207	35,756
Elem. Teachers	118,801,521	750	4,804	21,215	22,650	20,990	1,380	1,140	21,390	23,115	21,121
Sec. Teachers	114,922,510	2,730	2,313	21,877	22,772	20,820	1,971	1,253	22,789	24,027	21,327
Librarians	2,742,024	22	93	23,314	23,934	23,168	1,601	1,273	23,844	24,735	23,633
Counselors	6,983,997	140	113	26,485	27,512	25,213	2,169	1,584	27,605	28,844	26,069
Sch. Psychologist	2,488,671	54	37	26,216	27,325	24,596	3,179	2,138	27,348	28,679	25,405
Psych. Examiner	117,235	2	4	19,190	25,713	15,929	0	2,095	19,539	25,713	16,452
School Nurse	834,056	0	42	19,840	0	19,840	0	782	19,858	0	19,858
Sch.Social Worker	509,083	11	11	22,621	26,718	18,524	1,311	1,874	23,140	27,075	19,205
Sp./H Therapist	2,700,081	14	111	21,291	26,366	20,651	1,984	788	21,601	26,933	20,928
Head Teacher	257,226	4	6	24,985	26,645	23,878	1,938	875	25,723	27,614	24,462
Dean Boys/girls	66,256	1	1	33,128	37,326	28,930	0	0	33,128	37,326	28,930
Business Manager	249,174	7	0	35,596	35,596	0	0	0	35,596	35,596	0
Interns	126,761	2	2	31,677	32,896	30,459	0	52	31,690	32,896	30,485
Media Generalists	1,318,078	12	48	21,703	25,325	20,797	741	856	21,968	25,510	21,083
TOTALS	$281,728,615	4,413	7,756								
11 ACTIVITIES **											
Superintendent	$4,634,297	108	2	$41,549	$41,471	$45,750	$3,363	$0	$42,130	$42,063	$45,750
Other Dist.Admin.	3,531,402	83	17	34,666	35,112	32,487	3,505	4,379	35,314	35,577	34,032
Cur/Prog Services	3,180,980	48	62	28,546	33,572	24,655	1,752	1,932	28,918	33,901	25,060
Elem. Principals	9,194,682	190	77	33,625	33,836	33,104	3,578	2,701	34,437	34,721	33,736
Sec. Principals	6,154,744	162	6	35,500	35,353	39,467	3,978	7,795	36,635	36,482	40,766
Asst. Principals	3,422,237	84	13	34,624	34,493	35,466	2,608	1,882	35,281	35,207	35,756
Media Services	4,060,102	34	141	22,762	24,425	22,361	1,417	1,139	23,201	25,008	22,765
Guid. Services	10,165,242	208	166	26,111	27,451	24,431	2,354	1,702	27,180	28,719	25,252
Health Services	3,534,137	14	153	20,926	26,366	20,428	1,984	788	21,162	26,933	20,634
Elem. Teachers	118,801,521	750	4,804	21,215	22,650	20,990	1,380	1,140	21,390	23,115	21,121
Sec. Teachers	114,922,510	2,730	2,313	21,877	22,772	20,820	1,971	1,253	22,789	24,027	21,327
4 ACTIVITIES **											
District Admin.	$11,346,679	239	81	$34,928	$37,676	$26,820	$3,031	$2,705	$35,458	$38,171	$27,454
School Admin.	18,771,663	436	96	34,399	34,526	33,822	3,544	2,865	35,285	35,469	34,449
Student Services	17,759,481	256	460	24,083	26,990	22,465	2,241	1,322	24,804	28,128	22,954
Instruct.Services	233,724,031	3,480	7,117	21,530	22,746	20,935	1,896	1,211	22,056	23,831	21,188

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS (9 DISTRICTS)

Average Salary Based on Actual Employee Count –

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$473,774	9	0	$52,642	$52,642	$0	$0	$0	$52,642	$52,642	$0
Asst. Supt.	489,506	9	1	48,951	49,390	45,000	0	0	48,951	49,390	45,000
Director	1,078,589	23	3	40,812	40,882	40,281	4,367	0	41,484	41,641	40,281
Supv./Coord.	1,395,884	24	16	34,752	37,435	30,728	632	1,516	34,897	37,487	31,012
Cons./Spec.	739,104	11	11	33,015	34,326	31,704	3,397	1,291	33,596	35,253	31,939
Elem. Principals	3,937,941	73	33	36,775	36,769	36,787	4,799	3,104	37,150	37,230	36,975
Sec. Principals	1,720,355	37	5	39,681	39,370	41,985	7,679	0	40,961	40,822	41,985
Asst. Principals	2,154,226	51	9	35,401	35,254	36,238	3,298	1,882	35,904	35,771	36,656
Elem. Teachers	52,038,554	266	2,079	22,155	24,841	21,811	480	505	22,191	24,970	21,836
Sec. Teachers	48,404,492	1,015	999	23,388	24,607	22,150	1,601	986	24,034	25,582	22,461
Librarians	661,928	5	21	25,174	26,639	24,825	0	1,234	25,459	26,639	25,178
Counselors	3,115,506	44	61	28,889	30,950	27,402	1,754	1,385	29,671	31,747	28,174
Sch. Psychologist	1,268,335	25	15	31,028	32,029	29,358	2,267	1,706	31,708	32,845	29,813
Psych. Examiner	62,181	2	1	20,727	25,713	10,755	0	0	20,727	25,713	10,755
School Nurse	619,548	0	30	20,626	0	20,626	0	782	20,652	0	20,652
Sch.Social Worker	345,139	8	7	22,896	28,132	16,912	0	1,700	23,009	28,132	17,155
Sp./H Therapist	1,329,957	8	46	24,432	29,158	23,610	50	554	24,629	29,171	23,839
Head Teacher	52,932	0	2	25,270	0	25,270	0	1,197	26,466	0	26,466
Dean Boys/girls	66,256	1	1	33,128	37,326	28,930	0	0	33,128	37,326	28,930
Business Manager	130,022	3	0	43,341	43,341	0	0	0	43,341	43,341	0
Interns	60,969	0	2	30,459	0	30,459	0	52	30,485	0	30,485
Media Generalists	406,516	3	16	21,273	26,890	20,220	750	787	21,396	27,140	20,318
TOTALS	$120,551,714	1,617	3,358								
11 ACTIVITIES **											
Superintendent	$473,774	9	0	$52,642	$52,642	$0	$0	$0	$52,642	$52,642	$0
Other Dist.Admin.	1,698,117	35	4	43,094	43,280	41,461	4,367	0	43,541	43,779	41,461
Cur/Prog Services	2,134,988	35	27	34,136	36,458	31,125	2,291	1,426	34,435	36,785	31,389
Elem. Principals	3,990,873	73	35	36,562	36,769	36,129	4,799	2,150	36,953	37,230	36,375
Sec. Principals	1,720,355	37	5	39,681	39,370	41,985	7,679	0	40,961	40,822	41,985
Asst. Principals	2,154,226	51	9	35,401	35,254	36,238	3,298	1,882	35,904	35,771	36,656
Media Services	1,068,444	8	37	23,527	26,733	22,834	750	1,122	23,743	26,827	23,076
Guid. Services	4,857,417	80	85	28,766	30,954	26,706	1,913	1,426	29,439	31,648	27,360
Health Services	1,949,505	8	76	23,073	29,158	22,432	50	565	23,208	29,171	22,581
Elem. Teachers	52,038,554	266	2,079	22,155	24,841	21,811	480	505	22,191	24,970	21,836
Sec. Teachers	48,404,492	1,015	999	23,388	24,607	22,150	1,601	986	24,034	25,582	22,461
4 ACTIVITIES **											
District Admin.	$4,306,879	79	31	$38,826	$41,324	$32,459	$3,213	$1,426	$39,153	$41,690	$32,689
School Admin.	7,865,454	161	49	36,854	36,887	36,746	5,170	2,061	37,455	37,593	36,999
Student Services	7,875,366	96	198	26,337	30,453	24,342	1,761	1,133	26,787	31,040	24,725
Instruct.Services	100,443,046	1,281	3,078	22,725	24,656	21,921	1,484	870	23,043	25,455	22,039

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS (12 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$597,016	10	2	$49,459	$50,201	$45,750	$1,753	$0	$49,751	$50,552	$45,750
Asst. Supt.	351,728	7	1	43,966	44,028	43,534	0	0	43,966	44,028	43,534
Director	639,275	13	5	34,378	36,380	29,171	1,974	3,146	35,515	36,988	31,687
Supv./Coord.	294,374	6	5	26,274	25,809	26,831	1,350	2,006	26,761	26,034	27,634
Cons./Spec.	423,118	3	15	23,395	30,517	21,970	741	1,274	23,507	30,764	22,055
Elem. Principals	1,947,149	40	17	33,317	33,274	33,417	3,059	1,667	34,161	34,268	33,907
Sec. Principals	1,246,571	32	1	36,882	37,195	26,880	3,610	7,795	37,775	37,872	34,675
Asst. Principals	673,941	18	1	34,727	34,664	35,865	2,353	0	35,471	35,449	35,865
Elem. Teachers	25,542,895	145	1,035	21,400	22,323	21,271	1,737	1,845	21,647	22,647	21,506
Sec. Teachers	24,219,474	561	496	21,915	22,782	20,935	2,248	1,598	22,913	24,084	21,589
Librarians	689,936	5	22	24,829	26,026	24,557	1,216	1,989	25,553	26,756	25,280
Counselors	1,452,386	32	21	26,180	27,770	23,757	1,972	2,147	27,404	29,125	24,780
Sch. Psychologist	448,148	9	8	25,630	26,715	24,410	3,338	2,421	26,362	27,828	24,712
Psych. Examiner	42,059	0	2	21,030	0	21,030	0	0	21,030	0	21,030
School Nurse	44,470	0	2	22,235	0	22,235	0	0	22,235	0	22,235
Sch.Social Worker	101,729	2	2	23,390	23,920	22,860	1,667	2,419	25,432	25,587	25,278
Sp./H Therapist	541,219	3	21	22,249	22,424	22,224	2,945	2,151	22,551	23,405	22,429
Head Teacher	84,119	2	1	27,281	23,872	34,100	2,275	0	28,040	25,010	34,100
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	115,297	3	0	38,432	38,432	0	0	0	38,432	38,432	0
Interns	65,792	2	0	32,896	32,896	0	0	0	32,896	32,896	0
Media Generalists	126,617	2	4	21,103	22,252	20,528	0	0	21,103	22,252	20,528
TOTALS	$59,647,313	895	1,661								
11 ACTIVITIES **											
Superintendent	$597,016	10	2	$49,459	$50,201	$45,750	$1,753	$0	$49,751	$50,552	$45,750
Other Dist.Admin.	1,106,300	23	6	37,442	38,975	31,565	1,974	3,146	38,148	39,319	33,662
Cur/Prog Services	717,492	9	20	24,487	27,379	23,185	1,046	1,762	24,741	27,611	23,450
Elem. Principals	2,031,268	42	18	33,015	32,826	33,455	3,003	1,667	33,854	33,827	33,918
Sec. Principals	1,246,571	32	1	36,882	37,195	26,880	3,610	7,795	37,775	37,872	34,675
Asst. Principals	673,941	18	1	34,727	34,664	35,865	2,353	0	35,471	35,449	35,865
Media Services	816,553	7	26	24,151	24,948	23,937	1,216	1,989	24,744	25,469	24,549
Guid. Services	2,044,322	43	33	25,775	27,370	23,696	2,101	2,210	26,899	28,689	24,566
Health Services	585,689	3	23	22,248	22,424	22,225	2,945	2,151	22,527	23,405	22,412
Elem. Teachers	25,542,895	145	1,035	21,400	22,323	21,271	1,737	1,845	21,647	22,647	21,506
Sec. Teachers	24,219,474	561	496	21,915	22,782	20,935	2,248	1,598	22,913	24,084	21,589
4 ACTIVITIES **											
District Admin.	$2,420,808	42	28	$34,135	$39,163	$26,593	$1,687	$2,553	$34,583	$39,484	$27,231
School Admin.	3,951,780	92	20	34,445	34,705	33,247	2,993	2,688	35,284	35,551	34,053
Student Services	3,446,564	53	82	24,699	26,770	23,360	2,043	2,128	25,530	27,965	23,957
Instruct.Services	49,762,369	706	1,531	21,644	22,688	21,162	2,208	1,696	22,245	23,789	21,533

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS (28 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS	TOTAL SALARY	ACTUAL # MEN	ACTUAL # WOMEN	AVERAGE BASE SALARY			AVERAGE EXTRA PAY		AVERAGE SALARY + EXTRA PAY		
				ALL	MEN	WOMEN	MEN *	WOMEN *	ALL	MEN	WOMEN
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)
22 ACTIVITIES											
Superintendent	$1,254,435	28	0	$44,769	$44,769	$0	$900	$0	$44,801	$44,801	$0
Asst. Supt.	150,996	4	0	37,749	37,749	0	0	0	37,749	37,749	0
Director	357,211	8	4	27,631	25,994	30,906	5,971	6,847	29,768	27,487	34,329
Supv./Coord.	175,030	1	6	24,208	35,941	22,253	0	1,858	25,004	35,941	23,182
Cons./Spec.	70,987	1	3	17,001	23,834	14,723	1,156	1,829	17,747	24,990	15,332
Elem. Principals	1,885,566	44	12	32,896	33,131	32,035	3,670	1,520	33,671	34,048	32,288
Sec. Principals	1,825,192	52	0	34,242	34,242	0	3,187	0	35,100	35,100	0
Asst. Principals	562,534	14	3	31,971	31,747	33,020	2,377	0	33,090	33,105	33,020
Elem. Teachers	24,802,923	180	1,027	20,340	21,742	20,094	1,413	924	20,549	22,292	20,244
Sec. Teachers	24,735,891	656	464	21,091	22,066	19,712	2,055	1,322	22,086	23,375	20,262
Librarians	667,919	3	26	22,633	22,956	22,596	2,300	1,029	23,032	23,723	22,952
Counselors	1,449,346	40	17	24,291	25,251	22,032	2,026	1,260	25,427	26,618	22,624
Sch. Psychologist	594,540	13	9	24,780	26,501	22,294	4,990	2,410	27,025	29,187	23,900
Psych. Examiner	12,995	0	1	10,900	0	10,900	0	2,095	12,995	0	12,995
School Nurse	121,179	0	7	17,311	0	17,311	0	0	17,311	0	17,311
Sch.Social Worker	62,215	1	2	20,219	21,000	19,829	600	958	20,738	21,600	20,308
Sp./H Therapist	576,792	2	28	18,803	24,306	18,410	4,889	977	19,226	26,751	18,689
Head Teacher	78,671	2	1	25,531	29,418	17,757	1,601	477	26,224	30,219	18,234
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	499,165	4	18	22,261	26,352	21,352	736	795	22,689	26,720	21,794
TOTALS	$59,883,587	1,053	1,628								
11 ACTIVITIES **											
Superintendent	$1,254,435	28	0	$44,769	$44,769	$0	$900	$0	$44,801	$44,801	$0
Other Dist.Admin.	508,207	12	4	30,161	29,913	30,906	5,971	6,847	31,763	30,908	34,329
Cur/Prog Services	246,017	2	9	21,587	29,888	19,743	1,156	1,851	22,365	30,466	20,565
Elem. Principals	1,964,237	46	13	32,521	32,969	30,936	3,498	1,172	33,292	33,882	31,207
Sec. Principals	1,825,192	52	0	34,242	34,242	0	3,187	0	35,100	35,100	0
Asst. Principals	562,534	14	3	31,971	31,747	33,020	2,377	0	33,090	33,105	33,020
Media Services	1,167,084	7	44	22,473	24,897	22,087	1,257	906	22,884	25,435	22,478
Guid. Services	2,119,096	54	29	24,112	25,473	21,577	2,578	1,724	25,531	27,144	22,529
Health Services	697,971	2	35	18,521	24,306	18,190	4,889	977	18,864	26,751	18,413
Elem. Teachers	24,802,923	180	1,027	20,340	21,742	20,094	1,413	924	20,549	22,292	20,244
Sec. Teachers	24,735,891	656	464	21,091	22,066	19,712	2,055	1,322	22,086	23,375	20,262
4 ACTIVITIES **											
District Admin.	$2,008,659	42	13	$35,883	$39,816	$23,177	$3,499	$3,516	$36,521	$40,149	$24,800
School Admin.	4,351,963	112	16	33,147	33,407	31,327	3,106	1,172	34,000	34,350	31,547
Student Services	3,984,151	63	108	22,413	25,372	20,687	2,535	1,224	23,299	26,942	21,174
Instruct.Services	49,538,814	836	1,491	20,701	21,996	19,975	1,963	1,138	21,289	23,142	20,250

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS (24 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$1,009,607	24	0	$41,365	$41,365	$0	$3,372	$0	$42,067	$42,067	$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0
Director	146,677	8	1	16,159	14,462	29,734	1,250	0	16,297	14,618	29,734
Supv./Coord.	18,637	1	0	18,637	18,637	0	0	0	18,637	18,637	0
Cons./Spec.	24,491	1	3	5,857	10,625	4,267	1,065	0	6,123	11,690	4,267
Elem. Principals	837,674	22	4	30,258	30,748	27,561	3,701	7,122	32,218	32,094	32,903
Sec. Principals	935,507	27	0	33,036	33,036	0	3,629	0	34,648	34,648	0
Asst. Principals	31,536	1	0	31,080	31,080	0	456	0	31,536	31,536	0
Elem. Teachers	10,103,876	87	402	20,241	20,611	20,161	2,231	1,260	20,662	21,688	20,440
Sec. Teachers	10,773,495	293	211	19,931	20,568	19,047	2,350	1,435	21,376	22,396	19,959
Librarians	334,635	4	10	22,897	25,207	21,973	2,421	1,136	23,903	27,023	22,654
Counselors	632,800	15	8	25,272	25,903	24,090	3,325	2,494	27,513	28,341	25,961
Sch. Psychologist	137,278	4	4	15,680	18,902	12,458	2,806	2,076	17,160	20,305	14,015
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0
School Nurse	37,343	0	2	18,672	0	18,672	0	0	18,672	0	18,672
Sch.Social Worker	0	0	0	0	0	0	0	0	0	0	0
Sp./H Therapist	163,971	1	9	15,717	19,980	15,243	0	972	16,397	19,980	15,999
Head Teacher	0	0	0	0	0	0	0	0	0	0	0
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	3,855	1	0	3,855	3,855	0	0	0	3,855	3,855	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	168,947	2	5	23,592	25,321	22,901	0	1,267	24,135	25,321	23,661
TOTALS	$25,360,329	491	659								
11 ACTIVITIES **											
Superintendent	$1,009,607	24	0	$41,365	$41,365	$0	$3,372	$0	$42,067	$42,067	$0
Other Dist.Admin.	150,532	9	1	14,928	13,283	29,734	1,250	0	15,053	13,422	29,734
Cur/Prog Services	43,128	2	3	8,413	14,631	4,267	1,065	0	8,626	15,164	4,267
Elem. Principals	837,674	22	4	30,258	30,748	27,561	3,701	7,122	32,218	32,094	32,903
Sec. Principals	935,507	27	0	33,036	33,036	0	3,629	0	34,648	34,648	0
Asst. Principals	31,536	1	0	31,080	31,080	0	456	0	31,536	31,536	0
Media Services	503,582	6	15	23,129	25,245	22,282	2,421	1,180	23,980	26,456	22,990
Guid. Services	770,078	19	12	22,797	24,429	20,213	3,245	2,355	24,841	26,649	21,979
Health Services	201,314	1	11	16,209	19,980	15,867	0	972	16,776	19,980	16,485
Elem. Teachers	10,103,876	87	402	20,241	20,611	20,161	2,231	1,260	20,662	21,688	20,440
Sec. Teachers	10,773,495	293	211	19,931	20,568	19,047	2,350	1,435	21,376	22,396	19,959
4 ACTIVITIES **											
District Admin.	$1,203,267	35	4	$30,361	$32,616	$10,634	$2,739	$0	$30,853	$33,164	$10,634
School Admin.	1,804,717	50	4	31,662	31,990	27,561	3,505	7,122	33,421	33,462	32,903
Student Services	1,474,974	26	38	21,670	24,446	19,771	3,091	1,545	23,046	26,348	20,788
Instruct.Services	20,877,371	380	613	20,084	20,578	19,778	2,331	1,365	21,025	22,234	20,275

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

CERTIFIED STAFF SALARIES

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS (43 DISTRICTS)

Average Salary Based on Actual Employee Count

ACTIVITY CLASSIFICATIONS (a)	TOTAL SALARY (b)	ACTUAL # MEN (c)	ACTUAL # WOMEN (d)	AVERAGE BASE SALARY ALL (e)	AVERAGE BASE SALARY MEN (f)	AVERAGE BASE SALARY WOMEN (g)	AVERAGE EXTRA PAY MEN * (h)	AVERAGE EXTRA PAY WOMEN * (i)	AVERAGE SALARY + EXTRA PAY ALL (j)	AVERAGE SALARY + EXTRA PAY MEN (k)	AVERAGE SALARY + EXTRA PAY WOMEN (l)
22 ACTIVITIES											
Superintendent	$1,299,465	37	0	$33,968	$33,968	$0	$3,876	$0	$35,121	$35,121	$0
Asst. Supt.	0	0	0	0	0	0	0	0	0	0	0
Director	68,246	4	2	11,374	6,140	21,844	0	0	11,374	6,140	21,844
Supv./Coord.	0	0	0	0	0	0	0	0	0	0	0
Cons./Spec.	39,355	0	3	11,350	0	11,350	0	5,305	13,118	0	13,118
Elem. Principals	329,126	7	5	25,168	24,710	25,809	3,490	3,084	27,427	27,702	27,043
Sec. Principals	427,119	14	0	29,123	29,123	0	2,771	0	30,509	30,509	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
Elem. Teachers	6,313,273	72	261	18,531	19,945	18,141	1,791	1,067	18,959	20,990	18,399
Sec. Teachers	6,789,158	205	143	18,358	19,070	17,338	2,088	994	19,509	20,587	17,963
Librarians	387,606	5	14	19,964	18,706	20,413	1,100	778	20,400	19,586	20,691
Counselors	333,959	9	6	20,930	22,518	18,568	2,805	1,020	22,264	24,388	19,078
Sch. Psychologist	40,370	3	1	9,551	4,761	23,923	1,083	0	10,093	5,482	23,923
Psych. Examiner	0	0	0	0	0	0	0	0	0	0	0
School Nurse	11,516	0	1	11,516	0	11,516	0	0	11,516	0	11,516
Sch.Social Worker	0	0	0	0	0	0	0	0	0	0	0
Sp./H Therapist	88,142	0	7	12,405	0	12,405	0	436	12,592	0	12,592
Head Teacher	41,504	0	2	20,437	0	20,437	0	630	20,752	0	20,752
Dean Boys/girls	0	0	0	0	0	0	0	0	0	0	0
Business Manager	0	0	0	0	0	0	0	0	0	0	0
Interns	0	0	0	0	0	0	0	0	0	0	0
Media Generalists	116,833	1	5	19,411	22,671	18,759	0	368	19,472	22,671	18,832
TOTALS	$16,285,672	357	450								
11 ACTIVITIES **											
Superintendent	$1,299,465	37	0	$33,968	$33,968	$0	$3,876	$0	$35,121	$35,121	$0
Other Dist.Admin.	68,246	4	2	11,374	6,140	21,844	0	0	11,374	6,140	21,844
Cur/Prog Services	39,355	0	3	11,350	0	11,350	0	5,305	13,118	0	13,118
Elem. Principals	370,630	7	7	24,492	24,710	24,274	3,490	2,266	26,474	27,702	25,246
Sec. Principals	427,119	14	0	29,123	29,123	0	2,771	0	30,509	30,509	0
Asst. Principals	0	0	0	0	0	0	0	0	0	0	0
Media Services	504,439	6	19	19,831	19,367	19,978	1,100	710	20,178	20,100	20,202
Guid. Services	374,329	12	7	18,541	18,079	19,333	2,374	1,020	19,702	19,662	19,770
Health Services	99,658	0	8	12,294	0	12,294	0	436	12,457	0	12,457
Elem. Teachers	6,313,273	72	261	18,531	19,945	18,141	1,791	1,067	18,959	20,990	18,399
Sec. Teachers	6,789,158	205	143	18,358	19,070	17,338	2,088	994	19,509	20,587	17,963
4 ACTIVITIES **											
District Admin.	$1,407,066	41	5	$29,546	$31,253	$15,547	$3,876	$5,305	$30,588	$32,293	$16,608
School Admin.	797,749	21	7	26,808	27,652	24,274	3,103	2,266	28,491	29,573	25,246
Student Services	978,426	18	34	18,200	18,508	18,037	1,949	719	18,816	19,808	18,291
Instruct.Services	13,102,431	277	404	18,443	19,297	17,857	2,023	1,024	19,240	20,692	18,244

* Average Extra Pay is calculated in each category by dividing the total extra pay received by the number of personnel receiving extra pay.

** The 11 activity and 4 activity classifications do not include Interns.

ESTIMATED AVERAGE SALARY EXPENDITURE PER STUDENT

FOR

FOUR ACTIVITY CLASSIFICATIONS IN FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

STUDENT MEMBERSHIP GROUPS	STUDENT MEMBERSHIP	Expenditure per Student equal Total Salary divided by Student Membership	ACTIVITY CLASSIFICATIONS				
			DISTRICT ADMINISTRATION	SCHOOL ADMINISTRATION	STUDENT SERVICES	INSTRUCTIONAL SERVICES	ALL CERTIFIED ACTIVITY CLASSIFICATIONS
5000 + STUDENTS	91,176	Total Salary	$4,306,879	$7,865,454	$7,875,366	$100,443,046	$120,490,745
		Expenditure per Student	$47	$86	$86	$1,102	$1,322
2500-4999 STUDENTS	45,767	Total Salary	$2,420,808	$3,951,780	$3,446,564	$49,762,369	$59,581,521
		Expenditure per Student	$53	$86	$75	$1,087	$1,302
1000-2499 STUDENTS	46,793	Total Salary	$2,008,659	$4,351,963	$3,984,151	$49,538,814	$59,883,587
		Expenditure per Student	$43	$93	$85	$1,059	$1,280
500-999 STUDENTS	17,388	Total Salary	$1,203,267	$1,804,717	$1,474,974	$20,877,371	$25,360,329
		Expenditure per Student	$69	$104	$85	$1,201	$1,458
1-499 STUDENTS	9,356	Total Salary	$1,407,066	$797,749	$978,426	$13,102,431	$16,285,672
		Expenditure per Student	$150	$85	$105	$1,400	$1,741
TOTALS	210,480	Total Expenditure per Student	$54	$89	$84	$1,110	$1,338

NOTE: The total salary includes base salary and extra pay.

EXPERIENCE LEVELS OF CERTIFIED STAFF

FOR

ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	FIRST YEAR (a)	2-5 YEARS (b)	6-10 YEARS (c)	11-15 YEARS (d)	16-20 YEARS (e)	21-30 YEARS (f)	31 + YEARS (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	0	3	14	18	57	18	110
Asst. Supt.	0	0	0	1	3	13	5	22
Director	0	3	4	12	20	23	9	71
Supv./Coord.	2	1	7	9	13	22	5	59
Cons./Spec.	0	5	4	19	13	7	3	51
Elem. Principals	0	1	23	54	71	88	20	257
Sec. Principals	0	0	7	31	44	72	14	168
Asst. Principals	0	2	8	16	25	38	8	97
Elem. Teachers	251	1,030	1,316	1,342	800	688	127	5,554
Sec. Teachers	246	864	946	1,084	936	817	150	5,043
Librarians	3	11	13	25	25	31	7	115
Counselors	1	13	28	51	57	85	18	253
Sch. Psychologist	2	12	23	15	16	17	6	91
Psych. Examiner	2	0	2	1	0	0	1	6
School Nurse	4	8	9	9	5	6	1	42
Sch. Social Worker	3	7	4	6	1	1	0	22
Sp./H Therapist	3	32	35	32	13	10	0	125
Head Teacher	0	1	2	3	3	1	0	10
Dean Boys/girls	0	0	1	0	0	1	0	2
Business Manager	0	0	1	1	0	4	1	7
Interns	0	1	2	0	1	0	0	4
Media Generalists	2	7	16	10	14	11	0	60
TOTALS	519	1,998	2,454	2,735	2,078	1,992	393	12,169
11 ACTIVITIES **								
Superintendent	0	0	3	14	18	57	18	110
Other dist. Admin.	0	3	5	14	23	40	15	100
Cur/Prog Services	2	6	11	28	26	29	8	110
Elem. Principals	0	2	25	57	74	89	20	267
Sec. Principals	0	0	7	31	44	72	14	168
Asst. Principals	0	2	8	16	25	38	8	97
Media Services	5	18	29	35	39	42	7	175
Guid. Services	8	32	58	73	74	104	25	374
Health Services	7	40	44	41	18	16	1	167
Elem. Teachers	251	1,030	1,316	1,342	800	688	127	5,554
Sec. Teachers	246	864	946	1,084	936	817	150	5,043
4 ACTIVITIES **								
District Admin.	2	9	19	56	67	126	41	320
School Admin.	0	4	40	104	143	199	42	532
Student Services	20	90	131	149	131	162	33	716
Instruct. Services	497	1,894	2,262	2,426	1,736	1,505	277	10,597

NOTE: Experience shown in the table includes total experience in education -- in-state, out-of-state, public, and non-public school service.

** The 11 activity and 4 activity classifications do not include Interns.

AGE LEVELS OF CERTIFIED STAFF

FOR

ALL ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	Under 21 YEAR (a)	21-25 YEARS (b)	26-30 YEARS (c)	31-35 YEARS (d)	36-40 YEARS (e)	41-45 YEARS (f)	46-50 YEARS (g)	51-55 YEARS (h)	56-60 YEARS (i)	Over 60 YEARS (j)	TOTAL STAFF (k)
22 ACTIVITIES											
Superintendent	0	0	0	2	15	13	25	33	19	3	110
Asst. Supt.	0	0	0	0	1	2	7	9	2	1	22
Director	0	0	2	2	12	22	16	5	11	1	71
Supv./Coord.	0	1	0	3	11	13	15	9	6	1	59
Cons./Spec.	0	1	1	6	15	15	7	1	4	1	51
Elem. Principals	0	0	1	15	52	64	60	38	19	8	257
Sec. Principals	0	0	1	10	34	37	38	29	15	4	168
Asst. Principals	0	0	1	11	16	24	20	16	6	3	97
Elem. Teachers	4	237	606	879	1,355	933	581	455	360	144	5,554
Sec. Teachers	2	186	532	727	1,196	981	645	410	274	90	5,043
Librarians	1	2	3	7	22	18	13	19	17	13	115
Counselors	2	1	5	24	52	50	45	36	26	12	253
Sch. Psychologist	0	0	4	5	24	18	14	16	8	2	91
Psych. Examiner	0	0	2	0	1	2	0	0	0	1	6
School Nurse	0	1	0	4	8	11	7	2	9	0	42
Sch. Social Worker	0	1	2	6	8	4	1	0	0	0	22
Sp./H Therapist	0	2	30	34	30	15	3	6	3	2	125
Head Teacher	0	0	0	2	1	4	0	1	2	0	10
Dean Boys/girls	0	0	0	0	1	0	1	0	0	0	2
Business Manager	0	0	0	0	1	0	0	2	3	1	7
Interns	0	0	0	2	2	0	0	0	0	0	4
Media Generalists	0	0	1	0	16	21	8	7	5	2	60
TOTALS	9	432	1,191	1,739	2,873	2,247	1,506	1,094	789	289	12,169
11 ACTIVITIES **											
Superintendent	0	0	0	2	15	13	25	33	19	3	110
Other dist. Admin.	0	0	2	2	14	24	23	65	16	3	149
Cur/Prog Services	0	2	1	9	26	28	22	88	10	2	188
Elem. Principals	0	0	1	17	53	68	60	199	21	8	427
Sec. Principals	0	0	1	10	34	37	38	120	15	4	259
Asst. Principals	0	0	1	11	16	24	20	72	6	3	153
Media Services	1	2	4	7	38	39	21	112	22	15	261
Guid. Services	2	2	13	35	86	74	61	273	34	15	595
Health Services	0	3	30	38	38	26	10	145	12	2	304
Elem. Teachers	4	237	606	879	1,355	933	581	455	360	144	5,554
Sec. Teachers	2	186	532	727	1,196	981	645	410	274	90	5,043
4 ACTIVITIES **											
District Admin.	0	2	3	13	55	65	70	59	45	8	320
School Admin.	0	0	3	38	103	129	118	84	42	15	532
Student Services	3	7	47	80	162	139	92	86	68	32	716
Instruct. Services	6	423	1,138	1,606	2,551	1,914	1,226	865	634	234	10,597

NOTE: The median age group for all certified employees is 36-40 years.

** The 11 activity and 4 activity classification groups do not include Interns.

EDUCATION LEVELS OF CERTIFIED STAFF

IN

22 ACTIVITY AND 4 ACTIVITY CLASSIFICATIONS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	NO DEGREE (a)	OTHER (b)	ASSOC. (c)	BA/BS (d)	MA/MS (e)	6-YEARS (f)	PhD/EdD (g)	TOTAL STAFF (h)
22 ACTIVITIES								
Superintendent	0	0	0	1	71	12	26	110
Asst. Supt.	0	0	0	0	14	3	5	22
Director	0	0	0	5	44	5	17	71
Supv./Coord.	0	0	0	21	32	2	4	59
Cons./Spec.	0	0	0	16	34	1	0	51
Elem. Principals	0	0	1	9	220	19	8	257
Sec. Principals	0	0	0	4	145	9	10	168
Asst. Principals	0	0	0	8	82	5	2	97
Elem. Teachers	0	1	10	4,626	904	7	6	5,554
Sec. Teachers	19	46	9	3,677	1,271	6	15	5,043
Librarians	0	0	1	88	25	0	1	115
Counselors	0	0	0	16	232	3	2	253
Sch. Psychologist	0	0	1	0	64	8	18	91
Psych. Examiner	0	0	0	0	6	0	0	6
School Nurse	1	11	6	18	6	0	0	42
Sch. Social Worker	0	0	0	0	22	0	0	22
Sp./H Therapist	0	0	0	8	115	0	2	125
Head Teacher	0	0	0	8	2	0	0	10
Dean Boys/girls	0	0	0	0	0	1	1	2
Business Manager	0	0	0	1	6	0	0	7
Interns	0	0	0	1	2	1	0	4
Media Generalists	0	0	0	42	18	0	0	60
TOTALS	20	58	28	8,549	3,315	82	117	12,169
PERCENTAGE	0.2%	0.5%	0.2%	70.3%	27.2%	0.7%	1.0%	100.0%
4 ACTIVITIES **								
District Admin.	0	0	0	44	201	23	52	320
School Admin.	0	0	1	29	449	33	20	532
Student Services	1	11	8	172	488	12	24	716
Instruct. Services	19	47	19	8,303	2,175	13	21	10,597

NOTE: Most of the personnel holding less than a bachelor's degree are school nurses, vocational education instructors, or employees having one of the following types of certificates: Life, Pre-professional, Provisional, State Elementary, or State High School certificate.

** The four activity classification group does not include Interns.

NUMBER OF CERTIFIED STAFF BY SOURCE OF EDUCATION FOR HIGHEST DEGREE

IN

22 ACTIVITY AND 4 ACTIVITY CLASSIFICATION GROUPS

*** STATEWIDE SUMMARY ***

ACTIVITY CLASSIFICATIONS	BOISE STATE (a)	IDAHO STATE (b)	COLLEGE OF IDAHO (c)	UNIV. OF IDAHO (d)	OTHER IDAHO (e)	NON-IDAHO (f)	TOTAL EMPLOYEES (g)	% DEGREES RECEIVED IN IDAHO
22 ACTIVITIES								
Superintendent	4	12	7	34	1	52	110	52.73%
Asst. Supt.	0	0	4	8	0	10	22	54.55%
Director	2	11	3	12	1	42	71	40.85%
Supv./Coord.	4	8	5	12	4	26	59	55.93%
Cons./Spec.	5	5	1	13	4	23	51	54.90%
Elem. Principals	21	44	28	57	4	103	257	59.92%
Sec. Principals	4	28	25	50	2	59	168	64.88%
Asst. Principals	2	11	19	28	1	36	97	62.89%
Elem. Teachers	884	885	205	694	387	2,499	5,554	55.01%
Sec. Teachers	634	739	193	915	278	2,284	5,043	54.71%
Librarians	9	20	6	21	10	49	115	57.39%
Counselors	14	46	52	44	4	93	253	63.24%
Sch. Psychologist	0	17	5	14	1	54	91	40.66%
Psych. Examiner	0	1	2	0	0	3	6	50.00%
School Nurse	2	5	1	4	1	29	42	30.95%
Sch. Social Worker	0	0	0	0	0	22	22	0.00%
Sp./H Therapist	3	41	1	1	0	79	125	36.80%
Head Teacher	0	5	0	1	0	4	10	60.00%
Dean Boys/girls	0	1	0	0	0	1	2	50.00%
Business Manager	0	1	0	2	0	4	7	42.86%
Interns	1	0	0	1	0	2	4	50.00%
Media Generalists	5	16	1	6	2	30	60	50.00%
TOTALS	1,594	1,896	558	1,917	700	5,504	12,169	54.77%
PERCENTAGE	13.10%	15.58%	4.59%	15.75%	5.75%	45.23%	100.00%	
4 ACTIVITIES **								
District Admin.	15	37	20	81	10	157	320	50.94%
School Admin.	27	88	72	136	7	202	532	62.03%
Student Services	33	147	68	90	18	360	716	49.72%
Instruct. Services	1,518	1,624	398	1,609	665	4,783	10,597	54.86%

** The four activity classification group does not include interns.

CERTIFIED STAFF TURNOVER

FOR

FIVE SCHOOL DISTRICT MEMBERSHIP GROUPS

MEMBERSHIP GROUPS	TURNOVER STATEWIDE NUMBER AND % ALL REASONS COMBINED					
	TOTAL		MEN		WOMEN	
DISTRICTS WITH (a)	NUMBER (d)+(f) (b)	PERCENT (b)/Sum of (b) (c)	NUMBER (d)	PERCENT (d)/(b) (e)	NUMBER (f)	PERCENT (g)/(b) (g)
5000 + STUDENTS	441	33.1%	124	28.1%	317	71.9%
2500-4999 STUDENTS	284	21.3%	117	41.2%	167	58.8%
1000-2499 STUDENTS	293	22.0%	126	43.0%	167	57.0%
500-999 STUDENTS	156	11.7%	71	45.5%	85	54.5%
1-499 STUDENTS	159	11.9%	69	43.4%	90	56.6%
TOTALS	1,333	100.0%	507	38.0%	826	62.0%

DISTRICTS WITH	LEAVING TO WORK IN IDAHO SCHOOL DISTRICT		LEAVING TO WORK IN OUT OF STATE SCHOOL		LEAVING PROFESSION		LEAVING TO RETURN TO SCHOOL		LEAVING DUE TO TRANSFER OF SPOUSE	
	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	63	14.3%	57	12.9%	159	36.1%	9	2.0%	32	7.3%
2500-4999 STUDENTS	45	15.8%	94	33.1%	41	14.4%	10	3.5%	23	8.1%
1000-2499 STUDENTS	73	24.9%	88	30.0%	48	16.4%	8	2.7%	16	5.5%
500-999 STUDENTS	42	26.9%	44	28.2%	24	15.4%	5	3.2%	5	3.2%
1-499 STUDENTS	61	38.4%	42	26.4%	23	14.5%	6	3.8%	3	1.9%
STATEWIDE	284	21.3%	325	24.4%	295	22.1%	38	2.9%	79	5.9%

DISTRICTS WITH	% LEAVING DUE TO RETIREMENT		DEATH		% LEAVE OF ABSENCE		TRANSFERRED TO NON-CERTIFIED OR REDUCT. IN FORCE		TOTALS	
	#	%	#	%	#	%	#	%	#	%
5000 + STUDENTS	86	19.5%	3	0.7%	32	7.3%	0	0.0%	441	100.0%
2500-4999 STUDENTS	40	14.1%	4	1.4%	21	7.4%	6	2.1%	284	100.0%
1000-2499 STUDENTS	33	11.3%	4	1.4%	16	5.5%	7	2.4%	293	100.0%
500-999 STUDENTS	14	9.0%	2	1.3%	4	2.6%	16	10.3%	156	100.0%
1-499 STUDENTS	18	11.3%	1	0.6%	1	0.6%	4	2.5%	159	100.0%
STATEWIDE	191	14.3%	14	1.1%	74	5.6%	33	2.5%	1,333	100.0%

****

NONCERTIFIED

STAFF

TABLES

****

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

*** STATEWIDE SUMMARY ***

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	24	7	17	12.3	3.1	9.2
Nurse	10	0	10	3.9	0.0	3.9
Social Worker	3	0	3	1.0	0.0	1.0
Special Proj. Personnel	162	22	140	89.4	10.6	78.8
Clerk-Board of Trustees	96	8	88	51.2	2.8	48.4
Business Manager	28	16	12	21.9	13.5	8.4
Public information	6	1	5	3.6	1.0	2.6
Office Clerical - Dist.	332	6	326	259.1	5.3	253.8
Office Clerical - Elem.	315	0	315	181.0	0.0	181.0
Office Clerical - Sec.	364	0	364	238.8	0.0	238.8
Teacher Aide	1,965	37	1,928	925.1	15.8	909.3
Library Aide	261	2	259	133.1	1.1	132.0
Technical Services	50	50	0	45.6	45.6	0.0
Maintenance Supervisor	86	86	0	78.3	78.3	0.0
Maintenance Worker	234	228	6	212.4	209.6	2.8
Janitor, Custodian	1,239	850	389	1,002.1	745.9	256.2
Transp. Supervisor	73	68	5	52.5	48.9	3.6
Vehicle Operator	1,229	497	732	363.6	145.5	218.1
Attendence Officer	13	6	7	6.3	2.5	3.8
Other	149	61	88	73.5	40.3	33.2
Food Service - Supv.	73	4	69	46.7	2.6	44.1
Food Service - Manager	248	1	247	128.3	0.9	127.4
Food Service - Cook	889	1	888	386.5	0.5	386.0
Food Service - Other	395	12	383	133.1	8.2	124.9
TOTALS	8,244	1,963	6,281	4,449.3	1,382.0	3,067.3

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$14,825	$15,805	$14,422	$14.11	$17.80	$12.59	$355,810
Nurse	7,236	0	7,236	8.16	0.00	8.16	72,355
Social Worker	9,591	0	9,591	11.63	0.00	11.63	28,773
Special Proj. Personnel	8,906	11,738	8,461	7.25	9.55	6.88	1,442,821
Clerk-Board of Trustees	11,041	10,874	11,056	10.01	18.30	9.25	1,059,946
Business Manager	22,583	29,637	13,178	12.53	16.06	7.83	632,333
Public information	12,091	21,008	10,307	8.75	10.10	8.48	72,544
Office Clerical - Dist.	12,645	15,437	12,594	7.40	8.50	7.38	4,198,164
Office Clerical - Elem.	8,624	0	8,624	6.49	0.00	6.49	2,716,553
Office Clerical - Sec.	10,123	0	10,123	6.74	0.00	6.74	3,684,595
Teacher Aide	5,664	5,493	5,667	5.30	5.63	5.30	11,130,014
Library Aide	6,609	5,810	6,615	5.74	4.55	5.74	1,724,910
Technical Services	16,370	16,370	0	8.70	8.70	0.00	818,524
Maintenance Supervisor	19,720	19,720	0	10.15	10.15	0.00	1,695,941
Maintenance Worker	15,757	16,023	5,639	8.12	8.20	4.87	3,687,025
Janitor, Custodian	11,087	12,117	8,836	6.33	6.49	5.98	13,737,044
Transp. Supervisor	15,865	15,805	16,687	9.84	9.84	9.88	1,158,160
Vehicle Operator	5,092	5,191	5,026	7.20	7.43	7.05	6,258,468
Attendence Officer	9,416	11,809	7,364	7.92	10.28	5.90	122,403
Other	8,859	13,080	5,933	7.19	8.52	6.28	1,320,026
Food Service - Supv.	12,320	13,595	12,246	8.38	9.53	8.32	899,355
Food Service - Manager	7,460	13,400	7,436	6.43	6.70	6.43	1,850,079
Food Service - Cook	5,538	4,763	5,539	5.51	4.40	5.51	4,923,003
Food Service - Other	4,404	9,599	4,241	5.24	6.38	-5.21	1,739,460
TOTALS	$7,924	$11,430	$6,829	$6.41	$7.53	$6.06	$65,328,306

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 5,000 OR MORE STUDENTS
(9 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	15	5	10	8.0	2.8	5.2
Nurse	1	0	1	0.3	0.0	0.3
Social Worker	2	0	2	0.9	0.0	0.9
Special Proj. Personnel	112	12	100	70.9	8.1	62.8
Clerk-Board of Trustees	5	0	5	4.7	0.0	4.7
Business Manager	9	4	5	5.5	3.9	1.6
Public information	5	0	5	2.6	0.0	2.6
Office Clerical - Dist.	156	5	151	132.5	4.7	127.8
Office Clerical - Elem.	121	0	121	72.7	0.0	72.7
Office Clerical - Sec.	163	0	163	105.7	0.0	105.7
Teacher Aide	730	10	720	365.3	5.2	360.1
Library Aide	133	1	132	73.1	0.7	72.4
Technical Services	18	18	0	17.2	17.2	0.0
Maintenance Supervisor	13	13	0	12.8	12.8	0.0
Maintenance Worker	117	116	1	114.7	113.7	1.0
Janitor, Custodian	500	406	94	462.3	379.6	82.7
Transp. Supervisor	13	10	3	9.1	6.7	2.4
Vehicle Operator	287	99	188	117.5	41.3	76.2
Attendence Officer	3	2	1	2.1	1.3	0.8
Other —	69	37	32	41.3	31.1	10.2
Food Service - Supv.	12	2	10	9.5	1.8	7.7
Food Service - Manager	127	1	126	65.1	0.9	64.2
Food Service - Cook	245	1	244	109.5	0.5	109.0
Food Service - Other	250	5	245	89.3	5.0	84.3
TOTALS	3,106	747	2,359	1,892.6	637.3	1,255.3

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$16,415	$20,020	$14,613	$14.47	$17.10	$13.16	$246,227
Nurse	6,154	0	6,154	9.00	0.00	9.00	6,154
Social Worker	12,477	0	12,477	12.15	0.00	12.15	24,953
Special Proj. Personnel	9,922	16,533	9,128	6.92	10.34	6.50	1,111,223
Clerk-Board of Trustees	24,788	0	24,788	12.26	0.00	12.26	123,938
Business Manager	17,900	34,991	4,227	10.56	17.00	5.40	161,097
Public information	10,307	0	10,307	8.48	0.00	8.48	51,536
Office Clerical - Dist.	13,619	14,767	13,581	7.25	7.36	7.25	2,124,514
Office Clerical - Elem.	9,233	0	9,233	6.72	0.00	6.72	1,117,148
Office Clerical - Sec.	10,034	0	10,034	6.70	0.00	6.70	1,635,551
Teacher Aide	5,822	6,236	5,816	5.16	5.61	5.15	4,249,976
Library Aide	7,052	7,588	7,048	5.71	5.10	5.72	937,972
Technical Services	17,375	17,375	0	8.59	8.59	0.00	312,755
Maintenance Supervisor	26,539	26,539	0	12.84	12.84	0.00	345,001
Maintenance Worker	16,739	16,779	12,085	8.12	8.14	5.80	1,958,468
Janitor, Custodian	12,046	12,213	11,324	6.12	6.14	6.03	6,022,760
Transp. Supervisor	14,582	13,159	19,327	8.92	8.42	10.57	189,572
Vehicle Operator	6,398	6,810	6,182	6.54	6.75	6.43	1,836,315
Attendence Officer	18,988	21,660	13,644	12.17	14.20	8.10	56,964
Other	11,143	16,708	4,708	7.28	8.86	5.46	768,885
Food Service - Supv.	20,050	17,240	20,612	11.26	9.15	11.68	240,596
Food Service - Manager	7,558	13,400	7,511	6.58	6.70	6.58	959,826
Food Service - Cook	5,658	4,763	5,661	5.49	4.40	5.50	1,386,131
Food Service - Other	4,788	13,986	4,601	5.36	6.66	5.33	1,197,095
TOTALS	$8,714	$13,032	$7,346	$6.22	$7.10	$5.93	$27,064,657

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 2,500 - 4,999 STUDENTS
(12 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	5	0	5	3.8	0.0	3.8
Nurse	4	0	4	2.1	0.0	2.1
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	17	2	15	10.3	1.9	8.4
Clerk-Board of Trustees	7	2	5	3.7	1.0	2.7
Business Manager	5	5	0	4.7	4.7	0.0
Public information	1	1	0	1.0	1.0	0.0
Office Clerical - Dist.	59	0	59	45.1	0.0	45.1
Office Clerical - Elem.	80	0	80	42.1	0.0	42.1
Office Clerical - Sec.	71	0	71	47.5	0.0	47.5
Teacher Aide	408	15	393	188.9	6.9	182.0
Library Aide	45	0	45	20.3	0.0	20.3
Technical Services	14	14	0	14.0	14.0	0.0
Maintenance Supervisor	14	14	0	13.6	13.6	0.0
Maintenance Worker	46	46	0	45.0	45.0	0.0
Janitor, Custodian	246	155	91	203.4	135.0	68.4
Transp. Supervisor	13	11	2	9.7	8.5	1.2
Vehicle Operator	266	95	171	79.7	29.2	50.5
Attendence Officer	3	0	3	1.9	0.0	1.9
Other	17	3	14	11.3	2.3	9.0
Food Service - Supv.	6	0	6	4.6	0.0	4.6
Food Service - Manager	44	0	44	24.0	0.0	24.0
Food Service - Cook	247	0	247	103.8	0.0	103.8
Food Service - Other	58	4	54	19.7	2.0	17.7
TOTALS	1,676	367	1,309	900.2	265.1	635.1

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$18,721	$0	$18,721	$12.26	$0.00	$12.26	$93,606
Nurse	8,569	0	8,569	7.40	0.00	7.40	34,277
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	8,591	15,500	7,670	6.24	7.70	6.04	146,050
Clerk-Board of Trustees	14,457	17,105	13,398	11.40	13.65	10.50	101,199
Business Manager	38,724	38,724	0	19.42	19.42	0.00	193,622
Public information	21,008	21,008	0	10.10	10.10	0.00	21,008
Office Clerical - Dist.	12,515	0	12,515	7.54	0.00	7.54	738,393
Office Clerical - Elem.	7,997	0	7,997	6.41	0.00	6.41	639,744
Office Clerical - Sec.	10,836	0	10,836	7.17	0.00	7.17	769,362
Teacher Aide	5,513	6,032	5,493	5.24	5.54	5.23	2,249,159
Library Aide	5,887	0	5,887	5.73	0.00	5.73	264,895
Technical Services	16,849	16,849	0	8.05	8.05	0.00	235,891
Maintenance Supervisor	22,028	22,028	0	10.76	10.76	0.00	308,386
Maintenance Worker	18,579	18,579	0	9.01	9.01	0.00	854,642
Janitor, Custodian	11,902	12,609	10,699	6.62	6.74	6.41	2,927,948
Transp. Supervisor	17,760	18,676	12,726	10.92	11.30	8.85	230,886
Vehicle Operator	4,902	5,102	4,791	6.79	6.86	6.75	1,303,856
Attendence Officer	7,800	0	7,800	5.63	0.00	5.63	23,400
Other	10,534	16,607	9,232	7.03	9.23	6.56	179,073
Food Service - Supv.	13,512	0	13,512	7.90	0.00	7.90	81,071
Food Service - Manager	8,209	0	8,209	6.72	0.00	6.72	361,177
Food Service - Cook	5,445	0	5,445	5.56	0.00	5.56	1,345,020
Food Service - Other	4,334	6,869	4,146	5.44	6.60	5.35	251,352
TOTALS	$7,968	$12,237	$6,771	$6.36	$7.59	$6.02	$13,354,017

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1,000 - 2,499 STUDENTS
(28 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	2	1	1	0.4	0.3	0.1
Nurse	3	0	3	0.9	0.0	0.9
Social Worker	1	0	1	0.1	0.0	0.1
Special Proj. Personnel	17	3	14	4.8	0.6	4.2
Clerk-Board of Trustees	15	0	15	11.6	0.0	11.6
Business Manager	11	6	5	8.8	3.9	4.9
Public information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	54	1	53	42.9	0.6	42.3
Office Clerical - Elem.	71	0	71	43.2	0.0	43.2
Office Clerical - Sec.	80	0	80	53.6	0.0	53.6
Teacher Aide	440	5	435	211.3	1.1	210.2
Library Aide	51	1	50	25.7	0.4	25.3
Technical Services	12	12	0	10.6	10.6	0.0
Maintenance Supervisor	28	28	0	26.1	26.1	0.0
Maintenance Worker	43	41	2	34.9	34.7	0.2
Janitor, Custodian	287	172	115	202.9	142.8	60.1
Transp. Supervisor	19	19	0	16.5	16.5	0.0
Vehicle Operator	392	170	222	96.4	42.0	54.4
Attendence Officer	4	1	3	1.7	0.6	1.1
Other	43	14	29	17.6	6.8	10.8
Food Service - Supv.	26	2	24	17.1	0.8	16.3
Food Service - Manager	42	0	42	22.3	0.0	22.3
Food Service - Cook	237	0	237	105.7	0.0	105.7
Food Service - Other	35	3	32	11.1	1.2	9.9
TOTALS	1,913	479	1,434	966.2	289.0	677.2

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$4,754	$5,411	$4,096	$11.05	$7.10	$15.00	$9,507
Nurse	6,929	0	6,929	9.57	0.00	9.57	20,786
Social Worker	3,820	0	3,820	10.60	0.00	10.60	3,820
Special Proj. Personnel	7,363	8,076	7,211	10.75	10.87	10.73	125,178
Clerk-Board of Trustees	17,266	0	17,266	10.68	0.00	10.68	258,985
Business Manager	19,381	19,112	19,703	11.60	13.23	9.64	213,188
Public information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	13,095	18,784	12,988	7.69	14.20	7.57	707,127
Office Clerical - Elem.	8,982	0	8,982	6.44	0.00	6.44	637,697
Office Clerical - Sec.	9,942	0	9,942	6.56	0.00	6.56	795,323
Teacher Aide	5,994	2,927	6,029	5.51	4.92	5.51	2,637,274
Library Aide	6,433	4,032	6,481	5.68	4.00	5.72	328,088
Technical Services	16,611	16,611	0	9.03	9.03	0.00	199,335
Maintenance Supervisor	19,317	19,317	0	9.81	9.81	0.00	540,877
Maintenance Worker	13,572	14,153	1,649	7.67	7.81	4.95	583,576
Janitor, Custodian	9,895	11,918	6,869	6.36	6.78	5.72	2,839,809
Transp. Supervisor	19,108	19,108	0	10.44	10.44	0.00	363,043
Vehicle Operator	4,599	4,756	4,478	7.63	7.95	7.39	1,802,645
Attendence Officer	7,266	14,560	4,835	6.68	10.40	5.43	29,065
Other	7,325	8,624	6,697	7.10	6.63	7.33	314,966
Food Service - Supv.	12,712	9,950	12,942	8.76	9.90	8.67	330,505
Food Service - Manager	7,181	0	7,181	6.12	0.00	6.12	301,602
Food Service - Cook	5,612	0	5,612	5.49	0.00	5.49	1,330,054
Food Service - Other	3,801	5,928	3,602	4.87	5.63	4.80	133,052
TOTALS	$7,583	$10,223	$6,701	$6.62	$7.77	$6.23	$14,505,502

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 500 - 999 STUDENTS
(24 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	0	0	0	0.0	0.0	0.0
Nurse	2	0	2	0.6	0.0	0.6
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	8	3	5	0.8	0.0	0.8
Clerk-Board of Trustees	28	4	24	12.4	1.6	10.8
Business Manager	1	1	0	1.0	1.0	0.0
Public information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	26	0	26	16.4	0.0	16.4
Office Clerical - Elem.	28	0	28	15.9	0.0	15.9
Office Clerical - Sec.	34	0	34	22.6	0.0	22.6
Teacher Aide	261	5	256	104.1	1.3	102.8
Library Aide	17	0	17	8.9	0.0	8.9
Technical Services	6	6	0	3.8	3.8	0.0
Maintenance Supervisor	22	22	0	18.6	18.6	0.0
Maintenance Worker	15	14	1	10.5	9.5	1.0
Janitor, Custodian	117	65	52	78.9	51.3	27.6
Transp. Supervisor	14	14	0	11.4	11.4	0.0
Vehicle Operator	169	65	104	43.1	16.2	26.9
Attendence Officer	3	3	0	0.6	0.6	0.0
Other	13	5	8	2.3	0.0	2.3
Food Service - Supv.	17	0	17	9.2	0.0	9.2
Food Service - Manager	20	0	20	9.8	0.0	9.8
Food Service - Cook	101	0	101	42.3	0.0	42.3
Food Service - Other	26	0	26	6.0	0.0	6.0
TOTALS	928	207	721	419.2	115.3	303.9

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$0	$0	$0	$0.00	$0.00	$0.00	$0
Nurse	5,569	0	5,569	7.15	0.00	7.15	11,138
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	1,694	962	2,133	6.48	7.60	5.80	13,551
Clerk-Board of Trustees	9,231	11,041	8,929	10.09	11.73	9.82	258,461
Business Manager	25,938	25,938	0	12.40	12.40	0.00	25,938
Public information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	10,848	0	10,848	7.98	0.00	7.98	282,042
Office Clerical - Elem.	8,127	0	8,127	6.15	0.00	6.15	227,565
Office Clerical - Sec.	10,124	0	10,124	6.65	0.00	6.65	344,207
Teacher Aide	4,954	4,156	4,970	5.38	6.84	5.36	1,293,044
Library Aide	7,106	0	7,106	5.83	0.00	5.83	120,800
Technical Services	11,757	11,757	0	9.87	9.87	0.00	70,543
Maintenance Supervisor	16,643	16,643	0	9.14	9.14	0.00	366,141
Maintenance Worker	11,165	10,987	13,666	7.12	7.16	6.50	167,481
Janitor, Custodian	9,539	11,594	6,969	6.27	6.72	5.71	1,116,007
Transp. Supervisor	18,542	18,542	0	10.50	10.50	0.00	259,586
Vehicle Operator	4,715	4,639	4,762	7.46	7.42	7.49	796,839
Attendence Officer	4,325	4,325	0	7.63	7.63	0.00	12,974
Other	3,099	1,310	4,217	7.51	10.74	5.49	40,283
Food Service - Supv.	8,907	0	8,907	7.09	0.00	7.09	151,412
Food Service - Manager	6,531	0	6,531	5.83	0.00	5.83	130,619
Food Service - Cook	5,303	0	5,303	5.45	0.00	5.45	535,577
Food Service - Other	2,848	0	2,848	4.70	0.00	4.70	74,040
TOTALS	$6,787	$9,751	$5,936	$6.48	$7.82	$6.09	$6,298,248

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

ACTUAL AND F.T.E. TOTAL OF NONCERTIFIED EMPLOYEES,
AVERAGE ANNUAL SALARY,
AND AVERAGE HOURLY PAY RATE

SCHOOL DISTRICTS WITH MEMBERSHIP OF 1 - 499 STUDENTS
(43 DISTRICTS)

ACTIVITY	EMPLOYEES			F.T.E. **		
	TOTAL (b)+(c) (a)	MEN (b)	WOMEN (c)	TOTAL (e)+(f) (d)	MEN (e)	WOMEN (f)
Professional Services	2	1	1	0.1	0.0	0.1
Nurse	0	0	0	0.0	0.0	0.0
Social Worker	0	0	0	0.0	0.0	0.0
Special Proj. Personnel	8	2	6	2.6	0.0	2.6
Clerk-Board of Trustees	41	2	39	18.8	0.2	18.6
Business Manager	2	0	2	1.9	0.0	1.9
Public information	0	0	0	0.0	0.0	0.0
Office Clerical - Dist.	37	0	37	22.2	0.0	22.2
Office Clerical - Elem.	15	0	15	7.1	0.0	7.1
Office Clerical - Sec.	16	0	16	9.4	0.0	9.4
Teacher Aide	126	2	124	55.5	1.3	54.2
Library Aide	15	0	15	5.1	0.0	5.1
Technical Services	0	0	0	0.0	0.0	0.0
Maintenance Supervisor	9	9	0	7.2	7.2	0.0
Maintenance Worker	13	11	2	7.3	6.7	0.6
Janitor, Custodian	89	52	37	54.6	37.2	17.4
Transp. Supervisor	14	14	0	5.8	5.8	0.0
Vehicle Operator	115	68	47	26.9	16.8	10.1
Attendence Officer	0	0	0	0.0	0.0	0.0
Other	7	2	5	1.0	0.1	0.9
Food Service - Supv.	12	0	12	6.3	0.0	6.3
Food Service - Manager	15	0	15	7.1	0.0	7.1
Food Service - Cook	59	0	59	25.2	0.0	25.2
Food Service - Other	26	0	26	7.0	0.0	7.0
TOTALS	621	163	458	271.1	75.3	195.8

ACTIVITY	AVERAGE ANNUAL SALARY			AVERAGE HOURLY PAY RATE			TOTAL SALARIES
	TOTAL (m)/(a) (g)	MEN (h)	WOMEN (i)	TOTAL (j)	MEN (k)	WOMEN (l)	(m)
Professional Services	$3,235	$5,120	$1,350	$19.10	$32.00	$6.20	$6,470
Nurse	0	0	0	0.00	0.00	0.00	0
Social Worker	0	0	0	0.00	0.00	0.00	0
Special Proj. Personnel	5,852	866	7,515	7.34	7.60	7.25	46,819
Clerk-Board of Trustees	7,741	4,309	7,917	9.19	36.10	7.81	317,363
Business Manager	19,244	0	19,244	9.40	0.00	9.40	38,488
Public information	0	0	0	0.00	0.00	0.00	0
Office Clerical - Dist.	9,354	0	9,354	7.00	0.00	7.00	346,088
Office Clerical - Elem.	6,293	0	6,293	5.91	0.00	5.91	94,399
Office Clerical - Sec.	8,760	0	8,760	6.31	0.00	6.31	140,152
Teacher Aide	5,560	7,485	5,529	5.45	5.15	5.46	700,561
Library Aide	4,877	0	4,877	6.02	0.00	6.02	73,155
Technical Services	0	0	0	0.00	0.00	0.00	0
Maintenance Supervisor	15,060	15,060	0	8.88	8.88	0.00	135,536
Maintenance Worker	9,451	10,734	2,394	7.57	8.31	3.50	122,858
Janitor, Custodian	9,332	11,222	6,675	6.71	7.23	5.97	830,520
Transp. Supervisor	8,220	8,220	0	8.24	8.24	0.00	115,073
Vehicle Operator	4,511	4,571	4,425	7.95	7.89	8.04	518,813
Attendence Officer	0	0	0	0.00	0.00	0.00	0
Other	2,403	1,287	2,849	6.70	8.80	5.86	16,819
Food Service - Supv.	7,981	0	7,981	6.76	0.00	6.76	95,771
Food Service - Manager	6,457	0	6,457	6.05	0.00	6.05	96,855
Food Service - Cook	5,529	0	5,529	5.55	0.00	5.55	326,221
Food Service - Other	3,228	0	3,228	4.72	0.00	4.72	83,921
TOTALS	$6,612	$7,951	$6,135	$6.75	$8.26	$6.21	$4,105,882

NOTE: Employees are counted once in each activity they perform. This gives an accurate picture of the actual number of employees performing in each job classification, but produces an inflated total of noncertified personnel.

** Full-Time Equivalency (F.T.E.) is calculated by multiplying the number of hours worked per week times the number of weeks worked per year and dividing by 2080, the number of working hours in a year.

Federal law prohibits discrimination on the basis of race, color, religion, sex, national origin, age, or handicap in any educational programs or activities receiving federal financial assistance. (Title VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973).

It is the policy of the Idaho State Department of Education not to discriminate in any educational programs or activities or in employment practices.

Inquiries regarding compliance with this nondiscriminatory policy may be directed to Jerry L. Evans, State Superintendent of Public Instruction, Len B. Jordan Office Building, Boise, Idaho 83720, (208) 334-3301, or to the Director of Office for Civil Rights, Department of Education, Washington, D. C.